

For Your Health and Benefits

From the Arizona Department of Administration
Human Resources/Benefits Office



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benefit
options
wellness!
Be Well Stay Well.

Getting in *Touch* with the Health of Employees

By Jeri Penrose, Wellness Program Communications

It's taken the corporate world by storm the last several years—chair massage in the workplace. After seemingly endless news stories about corporate layoffs and downsizing, employers are now looking to attract and keep qualified employees, and the State of Arizona is no exception.

"Workplace chair massage crosses a much wider plain than just helping employees feel good," says Jim Gilbertson, General Manager of National Stress Station in Scottsdale. "Recent studies have shown that workplace chair massage creates better, more relaxed workers. And that adds up to greater productivity."

Chair massage is just one small part of the State's overall Employee Wellness program, which is available to all State employees, retirees, and their families. The program offers wellness classes and health screenings at low or no-cost to the largest employee population in the State. Helping employees to *be well* and *stay well* is the number one concern of the wellness team.



A Break in the Day

Pam Fillman has worked for the

Department of Economic Security for the last 16 years and says she has noticed a difference in her employees since they started the chair massage program at her worksite.

"Employees see it as a break in their day, and when it's over, they feel more ready to go back to work and finish the day," she says. "It's very stressful in our office, with some employees doing up to eight interviews in one shift. So they look forward to the tension relief."



Chair massage consists of a licensed therapist traveling to the worksite (with at least 15 interested employees) to provide the service. Employees are charged a co-payment depending on the length of the massage, but most last just 15 minutes—the length of a typical work break. The therapist may use a special chair, tabletop device or a chair available in the office. Selection depends on employee preference and space available.

Robertson recommends using the therapist's chair. "Our specially designed massage chairs take the pressure off the back and put it on the legs. It allows your back to fully relax," he says. During the massage, the employee is seated and fully clothed.

No change in attire is necessary. The therapist uses massage techniques that focus mostly on the upper part of the body, including the neck, head, shoulders, back, and arms.

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Attention Readers!

Be one of the first 50 people to email wellness@azdoa.gov the correct answers to the following questions and be placed in a drawing for an insulated lunch bag!

Hint: All the answers can be found in this newsletter.

Every month there will be special offers for readers, so keep on reading!

1. Can antibiotics treat viruses?
2. What is the copay for Weight Watchers at Work?
3. What does AICR stand for?
4. How many people do you need at a worksite to have chair massage visit?
5. What is the new phone number for the wellness office?

Good Luck!

Q&A: Information on Your Employee Wellness Program

Q: Would you tell us a little bit about the current Employee Wellness program and what it offers to employees?

A: Health screenings are just one of the many benefits that the Employee Wellness program provides at little or no cost for all State employees and their families as well as retirees and their spouses. Screenings provided by the wellness program include skin cancer, general health, blood pressure, blood sugar, cholesterol, body composition, and mammography.

Along with screenings, employees statewide are encouraged to take advantage of health education classes, flu shots, a monthly electronic newsletter and website, and a wellness resource center.

Q: What are some of the exciting things planned for wellness this year?

A: The overall strategic goal for wellness in 2005 is that of a healthier employee population. Specific goals include an expansion of screening programs statewide, as well as a new and improved web portal. Look for completely updated branding and a new logo on all wellness communication pieces, beginning with a catchy new phone number: 602.771.WELL.

Implementing Health Risk Assessments or HRAs (self-reported questionnaires that evaluate the health status of employees), will help to create an atmosphere that supports health improvement efforts. This data snapshot will ensure targeted wellness education and programming, giving employees the right tools to take charge of their own health.

Q: None of these classes and screenings are ever in my area. How can I get your services at my office? And what if I'm in a rural area?

A: It's easy! Just call our office at 602.771.WELL.

If you're in a rural area, not to worry—most of our classes and screenings can come to you! We will travel to almost any area of Arizona to bring our wellness program to you. For those outside Maricopa County, please call us at 1.800.304.3687.

Q: Do I need to have my supervisor's approval to participate in your wellness classes and screenings? And does it count toward work or personal time?

A: Participants must get approval from direct supervisors or human resources departments. Your supervisor would be able to tell you if a wellness activity counts for work or personal time.

Interest in "Low-Carb" Diets Fades. What Next?

The American interest in "low-carb" diets has declined from nine percent in February 2004 to six percent in June 2004 according to an NPD Group, Inc. study. Most Americans simply rejected "low-carb" diets. Others found they didn't work for the dieters. Still others found they lost weight on them, but gave them up because they were too restrictive or caused side effects.

The healthy alternative for weight management according to the American Institute for Cancer Research (AICR) is to simply eat a balanced diet rich in fruits and vegetables, reduce portion sizes, and increase physical activity. The AICR prescription is not a miracle diet with major food groups banished nor does it promise quick weight loss. It is a sensible way of living that leads to gradual and sustainable weight loss.

-American Institute for Cancer Research, www.aicr.org.

Free Mini-Health Screening at work!

Screening takes as little as 15 minutes and no appointment is necessary.

- ☐ Checks of blood pressure and percent of body fat
- ☐ Height/weight/frame size assessment
- ☐ Cholesterol and blood sugar check (blood draw) - **eight-hour fasting period required**
- ☐ Personal and confidential report mailed to your home.
- ☐ Women age 40 and over are eligible for a free osteoporosis screening. (Women under 40 can also have an osteoporosis screening for a copay of \$30.00.)

Men 40 and over can get a prostate cancer (PSA) screening exam by blood draw for a copay of \$5.00.



Call us at 602.771.WELL if you would like to have this screening at your office!

Phoenix- Thursday, March 17, 2005 8:00am-10:00am State Veteran's Home 4141 N. 3rd St. Conference Room

Sierra Vista- Friday, April 1, 2005 8:00am-10:00am Economic Security 820 E. Fry Blvd. Conference Room

Phoenix- Wednesday, April 13, 2005 8:00am-10:00am Arizona State Hospital 2500 E. Van Buren Civil Hospital Lobby

Osteoporosis Screening

In the U.S. today, 10 million individuals already have osteoporosis and 18 million more have low bone mass, placing them at increased risk for osteoporosis.

Get screened!

Phoenix- Tuesday, March 8, 2005
2:00pm-5:00pm Dept. of Gaming
202 E. Earll Conference Room

Call us at 602.771.WELL if you would like to have this screening at your office!

Fibromyalgia

(1 hour)

Fibromyalgia is a condition that causes pain and fatigue in the muscles, joints, ligaments and tendons. This class will educate participants on diagnosis, treatment and management options of this disease.

Tucson- Wednesday, March 16, 2005
11:00am-Noon State Complex Tucson
400 W. Congress Room 131

Fit and Fast Food: The Carbohydrate Cure

(90 minutes)

Protein programs and diets are the rage in America today. But if you're serious about feeling good and creating a healthier lifestyle while eliminating carbohydrates...come get the facts. Ted Rogers, "America's Chef and Lifestyle Guru," will give you the real facts about protein programs and "lift the myth" on the concepts of carbohydrates.



You will also receive delicious ideas and Fit and Fast Food recipes to keep you energized, satisfied and happy.

Tucson- Thursday, March 3, 2005
10:30am-Noon State Prison Tucson
10,000 S. Wilmot Rd. Conference Room

How to Register for Wellness Program Classes

State employees and their dependents are welcome to attend the events listed. State of Arizona retirees and spouses are also welcome.

Events are free or low cost for employees and retirees. Fees may apply for family members at some events.

To register, call us directly at 602.771.WELL or toll free at 1.800.304.3687.

If you have internet email capability, you may email your registration to:

wellness@azdoa.gov.

How to Survive Stress with Self Massage

(1 hour)

This class takes you through quick relaxers for your mind and body. Participants receive a self- massage tool and a body scape map. By applying the self-massage pressure point techniques you are shown, you will be able to reduce your muscle pain and tension. This workshop is interactive, fast- paced, enlightening and fun.

Tucson- Wednesday, March 16, 2005
9:00am-10:00am State Complex Tucson
400 W. Congress Room 131

Phoenix- Wednesday, March 30, 2005
10:30am-11:30am Dept. of Economic Security
2800 N. HWY 87 Health South Conference Room

Tai Chi

(10 hour series)

Tai Chi is an integrated exercise for the body, mind and spirit. It is truly "moving meditation," and a great way to relieve stress, lower blood pressure and help re-energize.

Take advantage of the reduced copay of \$50 per person!

Master Jesse Tsao will lead this 10-week series.



Phoenix- 10 Wednesdays, March 23-May 25, 2005 7:30am-8:30am Dept. of Education 1535 W. Jefferson West Lawn **(Beginner - open to all state employees)**

Phoenix- 10 Wednesdays, March 23-May 25, 2005 Noon-1:00pm Dept. of Health Services Exercise Room 1740 W. Adams **(Beginner -DHS employees only)**

Phoenix- 10 Wednesdays, March 23-May 25, 2005 1:00pm-2:00pm Dept. of Health Services Exercise Room 1740 W. Adams **(Intermediate -DHS employees only)**

Phoenix- 10 Wednesdays, March 23-May 25, 2005 2:15pm-3:15pm Arizona Supreme Court 1501 W. Washington Exercise Room **(Intermediate - open to all state employees)**

Almost Half of Americans Use a Prescription Drug



America's medicine cabinets are more crowded than ever, with almost half of all people taking at least one prescription

medicine and one in six taking three or more medications, according to the U.S. Department of Health and Human Services annual check-up on Americans' health. Prescription drug use is rising among people of all ages, and use increases with age.

Five out of six persons 65 and older are taking at least one medication and almost half the elderly take three or more.

-Health, United States, 2004, CDC National Center for Health Statistics

-massage
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Positive Effects on Employees

Chair massage as a wellness benefit offers numerous positive effects for individuals who work in office settings, including:

- Increased employee performance and productivity
- Reduction of pain or soreness associated with repetitive work tasks and prolonged sitting positions
- Higher employee morale
- More evidence that the employer cares
- Reduction in employee absenteeism
- Greater energy for employees and motivation to return to work
- Relief of tension and tired muscles
- Enhanced employee loyalty
- Increased positive feelings about the workplace

Fillman's team recently lost their massage therapist and is currently waiting for one that can travel to their area of Tucson. She said employees miss having the benefit. "So many people want it back," she says. "They are all coming to me and asking when we will have it again!"

Do you have at least 15 employees at your worksite interested in chair massage? If so, call National Stress Station at 480.990.1701 to discuss options. This program is open to State employees and their dependents. For more information on your Employee Wellness program, send an email to wellness@azdoa.gov, call 602.771.WELL, or visit our website at www.azbenefitoptions.gov.

Free Blood Pressure, Diabetes, or Body Composition Checks

The Wellness Program can do them for you - call 602.771.WELL to make an appointment at our office located in Phoenix.

If you have 15 or more people interested at a worksite, we can come to you! Please call for more information!

Outside the Phoenix area? We would love to visit your office, too. You can call us toll free at 1.800.304.3687.

Mammography Screening

Mobile On-Site Mammography is an accredited mobile facility that offers mammograms at the worksite. Call Mobile On-Site Mammography at 480.967.3767 or toll free at 1.800.285.0272 to make an appointment or if your office is interested in having the mammography van at your worksite.

Snort, Sniffle, Sneeze. No Antibiotics Please!

Are you aware that colds, flu, and most sore throats and bronchitis are caused by viruses? Did you know that antibiotics do not help fight viruses? It's true. Plus, taking antibiotics when you have a virus may do more harm than good.



Taking antibiotics when they are not needed increases your risk of getting an infection later that resists antibiotic treatment. Do not insist on antibiotics when your doctor says they are not needed. They will not help treat your infection.

"Get Smart: Know When Antibiotics Work," Centers for Disease Control and Prevention.

Weight Watchers®

Arizona Benefit Options offers the Weight Watchers at Work program to State employees at State worksites. The "At Work"



program is presented as a 10-week series.

All State employees are eligible to join Weight Watchers through June 30, 2005 (\$59.00 for each 10-week series). The fee includes materials.

Spouses and dependents are welcome to attend Weight Watchers classes at a copay of \$90 per 10-week session plus a \$10 charge for materials due at the first session they attend.

Interested in attending a class or having Weight Watchers at your office?

If you are interested in attending a class, please call Weight Watchers to check for available classes. Weight Watchers will conduct a free introductory meeting at your worksite. Weight Watchers can be reached at 602.248.0303. Ask to speak to someone in the "At Work" department. Please identify yourself as a State of Arizona employee.

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